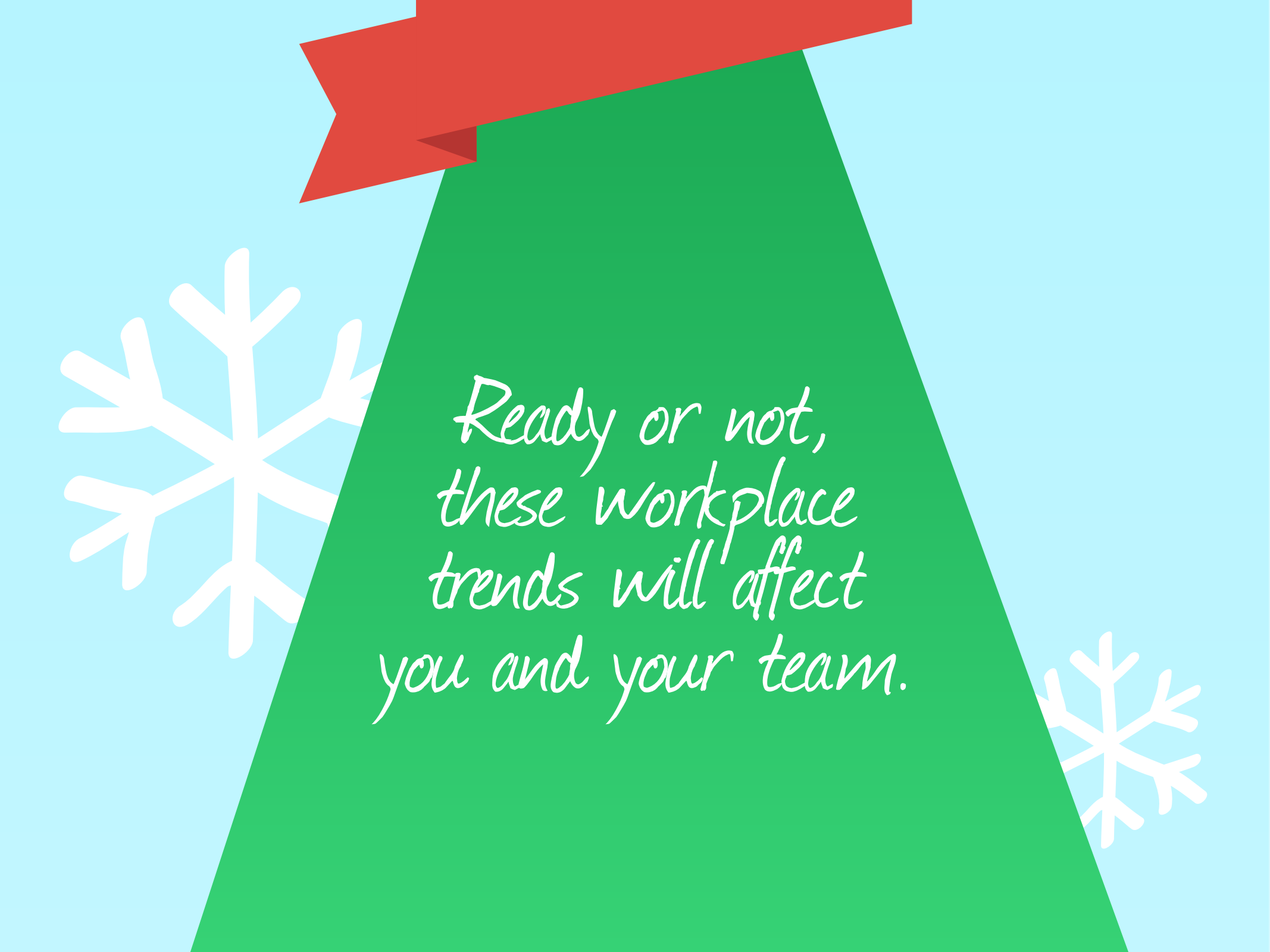


TRENDS
THAT WILL
SHAPE
WORKFORCE
MANAGEMENT

IN 2015



Ready or not,
these workplace
trends will affect
you and your team.



Millennials will take the lead

**In 2015 millennials
become the largest % of
the workforce.**

Organisations need to adapt to these tech-savvy people in order to keep innovating. Offer more autonomy and flexibility in the workdays.

53 MLN FREELANCERS

Freelancers become more common


freelancers



not freelancers

34% of the American workforce are
freelancers

Companies hire more temp workers because its cheaper. Make use of technology to seize this opportunity and integrate them to your everyday workflow.



Team management moves to mobile

62% claim that mobile access
to team information is
essential for productivity



38% say the use of mobile devices
reduces the time it takes to do the job

With more people constantly moving around, mobile apps are a great way to keep an eye on your workforce wherever you are. Check out Weekdone's team management apps: weekdone.com/mobile

92% ANNUAL REVIEWS

Annual performance reviews fade

62% claim that mobile access
to team information is
essential for productivity



Yet, 65% of employees state they need
and want more feedback.

Continuous feedback is more effective than annual performance reviews. Drop this outdated management practice, keep an eye on your employees' progress on a weekly base and give timely feedback.

\$20 BILLION

Emphasis on goal alignment

The management technique used all across Google - OKR, Objectives and Key Results, will see a sudden growth in popularity.

This framework already propelled LinkedIn to a \$20 billion company.

The new generation of tools help managers set goals, connect these with personal, team and company objectives and track their progress.

Learn more: weekdone.com/resources/objectives-key-results

QUOTE BY DAVID MCCANDLESS

Visual dashboards take over



By visualizing information, we turn it into a landscape that you can explore with your eyes, a sort of information map.

“ *And when you're lost in information, an information map is kind of useful.* ”

People will appreciate more the visualisation of data. To make informed decisions use informative visual dashboards that give a quick overview of the trends.

52% VALUE HONESTY

Transparency #1 leadership trait

52% honesty

48% other

52% of Gen Z's and Gen Y's state that honesty is the most important quality for being a good leader.

Companies need to start embracing transparency more, like Whole Foods has. Start by making the salary information public. Make your own daily plans and activities visible for others.

52% NOT ENGAGED IN WORK

Job satisfaction measurement



not engaged

52% of American workers
are not engaged in their work, while
another 18% are “actively disengaged.”

Next to sales KPIs, employees happiness KPI will become crucial.
Measure employee satisfaction regularly. Take immediate action
whenever you see the happiness drop.

JOB HOPPING

Embrace job-hopping



On average, millennials are staying 2 years at a company before leaving.

Invest time to create an amazing company culture. Employees are more likely to stay if they're surrounded by like-minded people.

34 MILLION REMOTE WORKERS

Remote working becomes hot



2014 ... 2016

In the U.S. 34 million people work in remote teams.
This number will swell to 63 million by 2016.

This means your company needs to expand the digital footprint and harness new social technology. With remote teams, technology must become your best friend. Try **Weekdone** to know what your team has been up to.



Weekdone.com

Weekly employee progress reporting tool and internal communications platform. Get insights into your team. Set and publish goals and track the progress.

Try Weekdone for free

1. Elance-oDesk & Millennial Branding, The 2015 Millennial Majority Workforce
[<http://www.elance-odesk.com/millennial-majority-workforce>]

2. Accellion, Employee Use of Mobile Devices 2014

[<http://www.accellion.com/about-us/press/press-releases/employee-use-mobile-devices-not-enterprise-security-standards/>]

3. Globoforce, Workforce Mood Tracker Survey

[<http://www.globoforce.com/news/press-releases-archive/globoforce-reveals-2011-workforce-mood-tracker-survey-results/>]

4. First Round Review, The Management Framework that Propelled LinkedIn to a \$20 Billion Company

[<http://www.firstround.com/article/the-management-framework-that-propelled-LinkedIn-to-a-20-billion-company>]

5. Forrester Report, Us Telecommuting Forecast, 2009 - 2016

[<https://www.forrester.com/US+Telecommuting+Forecast+2009+To+2016/fulltext/-/E-RES46635?objectid=RES46635>]

6. Gallup, State of the American Workplace

[<http://www.gallup.com/businessjournal/162953/tackle-employees-stagnating-engagement.aspx>]

7. RIS, Top 10 Workforce Trends for 2015 [<http://risnews.edgl.com/retail-news/Top-10-Workforce-Trends-for-201596588>]